

EMPLOYEES' PERSPECTIVE ON QUALITY OF WORK LIFE IN ENGINEERING FIRM

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ABSTRACT

In recent times, the organizations need to adopt a more flexible approach towards its employees in order to develop a workforce which is highly competitive as the success of any organization depends on its human resource only. Hence organizations need to frame a strategy to attract, retain & motivate talented employees. They need to improve the Quality of Work life of Employees. QWL provides for the balanced relationship among work, non- work and family aspects of life. In other words, family life and social life should not be strained by working hours. Thus it focuses on organizational needs as well as employee's individual needs. The research paper focuses on QWL from engineering firm's perspective.

KEYWORDS: Quality of Work Life, Career Prospects, Work Life Balance, Stress